

# Why Are We Here?

"A Missouri where people live and work in harmony with our natural and cultural resources," states the vision of Missouri Department of Natural Resources. MAC supports and demonstrates this vision.

MAC mirrors the efforts of the department to support diversity awareness and understanding, and to provide an atmosphere of open exchange for ideas.

Through the conferences, attendance at career fairs and other events, the MAC aids in achieving the department's goals for recruitment, retention, and promotion for all levels of employees.

MAC exists to assist in developing an environment within the Missouri Department of Natural Resources where employees can understand, appreciate and respect each others' cultural differences. In turn, we hope our associates in the department can appreciate the concerns of all Missourians.

**MAC is an  
opportunity  
for everyone to learn to be  
a leader.**

- Multicultural Affairs Committee motto

## MAC *Mission*

The mission of MAC is to keep the department's leadership abreast of cultural diversity issues and assist in developing progressive and workable policies to:

- 1) ensure equal recruitment, retention and promotion of the department employees of all cultures, and;
- 2) recognize that diversity will benefit all department employees and the citizens of Missouri.



Missouri Department of Natural Resources  
**Multicultural Affairs  
Committee**

P.O. Box 176, Jefferson City, MO 65102  
1-800-361-4827

E-mail: [mac@dnr.mo.gov](mailto:mac@dnr.mo.gov)

## Multi cultural Affairs Committee



Missouri Department  
of Natural Resources

## Who Are We?

The Missouri Department of Natural Resources' Multicultural Affairs Committee (MAC) was created to promote diversity awareness, and thus foster a better understanding of the perspectives and contributions from people with diverse backgrounds.



*Rich traditions, hard work, service excellence, and professionalism of our diverse associates are prominent examples of the department's commitment to serve all Missourians and heighten their environmental consciousness.*

## What Do We Do?

Our mission of enhancing the cultural awareness among the men and women of the Missouri Department of Natural Resources is achieved through many means.

For the past seven years, the department sponsored an annual Cultural Diversity Conference for more than 300 department staff. The purpose of the conference is to heighten cultural awareness and understanding of diversity within our work environment.

MAC involvement:

- Black Expo, St. Louis
- Food Festivals, Jefferson City
- Position on the Employee Advisory Council (EAC)
- Annual Diversity Calendar
- Internal intranet Web page
- Multicultural Opportunity Festival, Springfield
- Juneteenth Celebration, Jefferson City
- Weekly Lunch and Learns, Jefferson City

**“We will have strong,  
creative,  
productive,  
solution-driven and  
healthy employees  
able to provide  
exceptional  
service  
to the public we serve  
and represent.”**

– Steve Mahfood, Director of  
the Department of Natural Resources.



*MAC and MAC member, Director Mahfood, accept 2004 Governor's Award for Quality and Productivity.*